



March 15, 2010

NEWS FROM PERSONNEL SERVICES

by Dennis Mack

Gold Preferred – A new health insurance plan for retirees. This is a preferred provider plan (PPO) from Wellmark and will be effective April 1, 2010. It has higher deductibles, co-insurance, co-pays and out-of-pocket maximums but has significantly lower premiums than Iowa Select. For more information go to <http://benefits.iowa.gov/serip.html> and click on "Gold Preferred Health Insurance."

Pictured above: Congressman Bruce Braley (center) recently visited the Iowa Veterans Home to discuss federal legislation that would encourage physicians, physicians assistants, nurse practitioners, and mental health professionals to be employed with the VA and state veterans homes.



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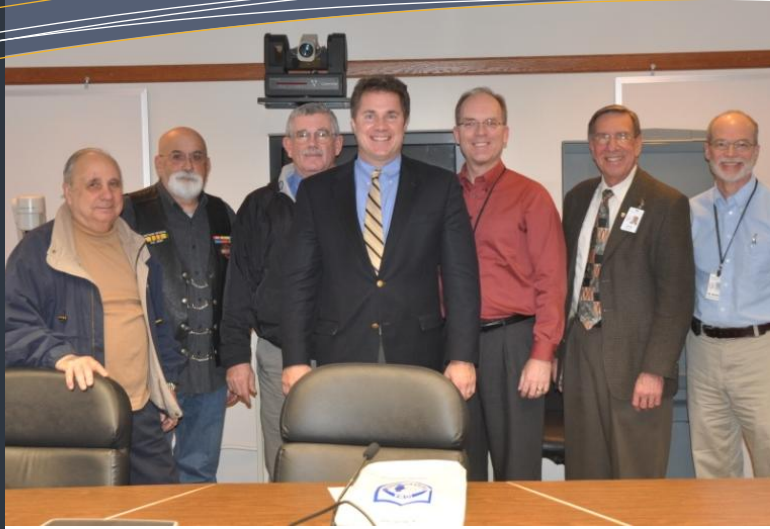
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Commandant's Corner

On Tuesday, March 9, the Commandant Selection Committee visited the Iowa Veterans Home and interviewed the three finalists for the Commandant's position. In addition, AFSCME leadership, Resident Council leadership, and Management leadership all met with the candidates and were able to give their recommendations to the Selection Committee. The Selection Committee then made their recommendation to the Governor. It is the Governor's responsibility to make the final selection. It may be that by the time this is published, the selection will have been announced, but at the time of this writing I do not know. It is my best estimate that we should have a permanent Commandant in place no later than the middle of April.

I realize there is a great deal of anxiety and conjecture surrounding the issue of early retirements. A number of people have expressed concern about whether or not we will be able to fill any vacancies or

whether we even intend to. The reality is that people have until April 14 to decide whether or not to take advantage of the early retirement program. The IVH will submit our plan to DAS and DOM for their review. The goal statewide is that 50% percent of the people eligible will take the early retirement program and that 50% of those who retire will not be replaced. Recognize that is a goal only. I am convinced that we will be able to justify many positions that we wish to refill. I believe that is relatively easy in direct-care positions since we have standards and regulations that can assist us to justify that. For non-direct care positions, we will need to make the case about the necessity of the service provided by the person leaving the position. Historically, IVH has been very successful in making the case on these types of issues and I believe we will continue to be successful in doing so.

Commandant John Mathes

DAV donates to IVH



Left: Jackie Jarvis, Connie Bolton, Dave Bolton and Dave Thornburg of the Disabled American Veterans and Auxiliary (Chapter 20) recently donated Wii games to the IVH.



Caring:
Our only reason for being

Heinz Hall Update

by Billy McKay, RN

Heinz Hall residents are generally more independent and need fewer nursing interventions. Many require little or no assistance, but some need more help. Medication administration is one area in which staff can assist residents to remain independent:

Complete medication management;

One day supervised meds;

One week supervised meds; and

One month self meds.

Residents are assessed on a regular basis, and at times are moved to the next level of medication administration. The ultimate goal is medication compliance with continued ability to reside in Heinz Hall.



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Call ext. 4397 or

send to PR/Mktg Dept.

News from Continuous Improvement by Russ Pape

Doing Better?

Being part of performance improvement at IVH I often ask are we doing better? I really believe we are, but so much improvement still needs to be done. We had 271 first reports of injury last year, down 48 from the previous year. Great! Is any injury a good thing, of course not? I have found some other startling statistics below.

A statistical projection of traffic fatalities for the first three quarters of 2009 shows that an estimated 25,576 people died in motor vehicle traffic crashes. This represents a decline of about 7.9 percent as compared to the 27,771 fatalities that occurred in the first three quarters of 2008. By the way, the last four year fatality average is 41,200 deaths a year. OK, last year we had an 7.9% decrease in transportation fatalities. Good, Wahoo. I personally knew a couple of those people that died, as you possibly knew someone that has perished in a traffic accident. What can we do to prevent a possible transportation crash? Remove the distractions! We need to set an example.

Don't Drive Distracted

“Would you do it in the shower?”

Ask yourself this question every time you start an activity behind the wheel. Would you eat, text, talk on the phone or change a CD in the shower? Then you probably shouldn't be doing it behind the wheel either, right?!

Know Point B. You should have a good idea of how to get to your destination before revving up the engine. There's nothing more distracting than trying to follow directions when you're driving down the road. Make sure to check weather and road conditions as well.

Manage your time so that you do not have to multi-task or drive aggressively on the road.

Stay focused. Long day at work? Looking forward to unwinding on the ride home? Sorry, driving isn't “down time.” Stay focused on the road and once you get home set aside 20 minutes to relax.

Be prepared – anticipate. A coach will tell you to anticipate your opponent's next move during a game. Well, you should do the same on the road. Be prepared for sudden stops, lane changes and ... distracted drivers.

Save your concentration for the road, not a serious conversation with your passengers. Check your emotions at the door as well.

Pull over if needed. If it's that important, you can text from a parking lot or the side of the road. We can assure you that your parents and friends won't get mad if you call them back once you have safely gotten out of traffic.

Buckle up! And this is a given — wear your seatbelt every time you get in a vehicle.

Nursing Department Updates by Cindy Halstead

In preparation for the Annual DIA survey, the IVH Nursing Department has been reviewing past concerns and deficiencies and making sure these continue to be appropriately addressed. We are also monitoring certain aspects of the environment for safety and regulatory compliance. Staff are reminded to utilize proper hand washing, provision for privacy and dignity of the resident, infection control principles, and the elements of proper medication administration.

With the pending retirements and other economic realities, the IVH Nursing Department is evaluating many

of our current work processes to ensure essential services are being provided. Currently, with the assistance of the Performance Improvement Department and the Nursing Unit Coordinator group, we are evaluating and prioritizing the Nursing Unit Coordinators' existing workload, in order to plan for potential vacancies.

The IVH Nursing Department continues to work very hard in minimizing overtime without compromising resident care. Everyone's efforts are greatly appreciated!

Facilities Management *by Kathy Shannon*



The 60-bed pavilion is getting the brick facing installed on the exterior and the interior is changing dramatically as the sheetrock is hung. The rooms are beginning to take shape. The households in the 120-bed pavilion that are framed are getting some sheetrock as well. The tunnel to Malloy is starting to show some progress. Stop by and take the time to look out the Canteen window or the Malloy lobby windows and watch the progress during the next few weeks.

Domestic services and ABM are working hard to assist units in the creation of a home-like environment on campus. Staff transplanted a large plant in the Malloy South Lobby and there is a resident worker assigned to water and care for this plant and other small plants on the main floor of Sheeler, Malloy, and Dack. New pictures were hung in the Atha Dining Room, the Sheeler corridor, the Sheeler lobby, and new decorative items and lamps were added to the Atha Dining Room Lobby area. Dack 4 has a new mascot; they have a large colorful rooster in the elevator lobby in memory of Harold O'Brien. All of this is thanks to generous donations made to the Iowa Veterans Home.

National Nutrition Month® is a nutrition education and information campaign sponsored every March by the American Dietetic Association. The campaign focuses on the importance of making informed food choices and developing sound eating and physical activity habits. Commandant Mathes signed a proclamation which is displayed in Atha Dining Room proclaiming March "National Nutrition Month at IVH." The proclamation encourages everyone to become concerned about nutrition in the hope of achieving optimum health for today and tomorrow. The theme this year is "Nutrition from the Ground Up," focusing on back to basics, simple & economical healthy foods, as well as health promotion. Check out the display in Atha Dining Room, read the article contributed to Stars 'N' Stripes this month, & come by the table outside Atha Dining Room on March 19th over the noon hour to get healthy recipes and samples of some products.

Technology Department *by Carol Ward*

You may see IT staff in your area in the upcoming days as they continue efforts to comply with one of IVH's cost savings initiatives. They are making changes to the default settings for networked printers so that, by default, printing is done in black and white and double-sided (instead of color and single-sided). Several areas have already had the changes made with very few problems reported. You are still be able to change these settings when needed, but if you do not need to print in color or single sided, please do not change the default settings. Files created prior to this change may still reflect the old settings of color and single-sided printing, so be sure to double-check and make necessary adjustments before printing.

If you have a one page document to print, you can leave the default setting as double-sided; the paper will cycle through the printer but nothing will be printed on the second side.

In order to check or change the printer settings, click Print, change the printer drop-down to the desired printer (if necessary) and then click Properties. In the area for paper output, change the setting to 2-sided; then click on the Color Options tab and click on Black and White. More detailed instructions are now available in SharePoint on the Home page in the "Documents" section in the left pane under the heading "IT How-To". If you have any questions or need assistance, please contact the IT Help Desk at extension 4222.

RESIDENT AND FAMILY SERVICES

by Randy Inhelder

March is National Social Work month. I want to recognize IVH Social Workers. Since its inception, the social work profession has helped people live more rewarding lives. A recent study conducted by the NASW Center for Workforce Studies revealed the following about the profession of social work:

- Social workers' most frequent specialty practice areas are mental health (37%), child welfare/family (13%), health (13%) and aging (9%).

- Social workers help people in all stages of life, from adoption to hospice care

- You can find social workers in hospitals, schools, police departments, mental health clinics, private practices, military facilities, and corporations.

- According to the Substance Abuse and Mental Health Services Administration (SAMHSA)

social workers are the nation's largest group of clinically trained mental health service providers. They provide more mental health services than psychologists, psychiatrists and psychiatric nurses combined.

According to the Bureau of Labor Statistics, the need for social workers is expected to grow twice as fast as any other occupation, especially in gerontology, home healthcare, substance-abuse treatment, private social service agencies, and school social work. 3



IVH Website Calendar

Submit your event information on the IVH website calendar. It's quick and easy and the calendar is available to staff, residents, and the community. Log on to www.iowaveteranshome.org and click on "Calendar" to begin.



Upcoming Events

Day	Date	Time	Event	Location
Tues	3/16	10 am	"Compassion Fatigue – The Cost of Caring"	Whitehill Aud.
Tues	3/16	3-4 pm	"Cognitive Screening for Older Adults" Ger Gr Rounds	Whitehill Aud
Wed	3/17	9-10:30 am	SERIP Program	Whitehill Basement
Fri	3/19	11am-12:30 pm	SERIP Program	Whitehill Aud.
Mon	3/22	9-11 am	Legislative Town Hall meetings	Malloy/HH LRC
Tues	3/23	12-1:30 pm	SERIP Program	Whitehill Basement
Tues.	3/23	12-3 pm	Community Choice Credit Union at IVH	Ford Conf. Rm.
Wed	3/24	11am-12:30 pm	SERIP Program	Whitehill Aud.
Sat	3/27	7am-2pm	Women of Wellness Conference	IVCE
Tues	3/30	11am-1pm	ING Deferred Comp Rep at IVH	Ford Conf Rm

Announcements

We would like to thank everyone for keeping our family in their prayers during our mother and grandmother's recent passing. Whether it was a card, kind words, plant, phone call, hug or even just an understanding smile it helped us make it through this tough time. We truly are blessed to work with so many wonderful people. Betty Wagner and Heidi Bracy

All staff and/or residents interested in participating in the Spring 2010 Talent Show, please contact the Kim Marsh in the Music Therapy office at x4330.

I would like to thank everyone at IVH for making my Music Therapy Internship a truly memorable one. I have had an amazing time getting to know so many of you and I have learned a great deal from my time here. IVH is a wonderful place to live and work and I will treasure the time I spent here always.

Always remember, music is all around and is something that will always be there for you. Nicole Gamble (Music Therapy Intern)

Attention all **AFSCME LOCAL 2984 members**: we are once again accepting applications for our \$500.00 College scholarship. Qualification for the application is to be a child, grandchild or dependent of a current AFSCME LOCAL 2984 member and is a senior in High School. Applications are available from all LOCAL 2984 officers. Lists of officers are posted in all AFSCME locked bulletin boards in each building on the main floors.

Maintenance is receiving work orders to pick up appliances in many of the work areas. As you send the work order request, please empty the appliances before Maintenance arrives to remove the items. This will help expedite the removal of appliances from your area.

What: 9th Annual IVH Golf Tourney – June 11th

Where: Oakwood Golf & Country Club – Conrad, IA

When: Friday, June 11th Registration at 7:30 am, golf at 8 am, prizes at 3 pm

Cost: **\$25.00** per person (Staff, significant others, and friends)

Carts: You can bring your own cart (no trail fees) or reserve one for **\$25.00 per cart (\$12.50 per person)**, by calling the Oakwood Golf Club @ 641-366-2211 by May 28, 2010.

Pot luck (bring a covered dish). Great Prizes. Everyone wins. Sign up single or submit a four-person team. First come, first serve. Limited to 72 people so reserve your spot or get on the waiting list by calling Greg Schaa at ext. 4554 or Dave Winjum at ext. 4519.



Budget Update *by Greg Wright*

Two weeks ago, the Iowa legislature started to focus on state agency budgets and the Governor signed into law the government reorganization and cost efficiency bill. What we know today that directly affects our budget is that the Governor has recommended a status quo budget for our operations for fiscal year 2011 (this includes the 10% across-the-board cut we took this year). However, the Iowa Legislature has the ultimate responsibility for the amount we are budgeted. As more information becomes available, I will address actions taken that may result in a budgetary impact to the Iowa Veterans Home in this update section.

We were notified by the U.S. Department of Veterans Affairs that American Recovery & Reinvestment Act (ARRA) funding is available for IVH Master Plan Phases 2 and 3. We have to complete the remaining application items to the VA's satisfaction before June 4, 2010 in order to receive a 180-day conditional approval to proceed with bidding and selection of a general contractor.

The State Auditors were here for several weeks in February for routine testing and reviewing of current year transactions in the areas that include Purchasing, Cashier, Budget, Personnel, and Admissions.